

Translation from Finnish
Legally binding only in Finnish and Swedish
Ministry of Social Affairs and Health, Finland

Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health in the Workplace

(44/2006; amendments up to 414/2026 included)

By decision of Parliament, the following is enacted:

PART I

GENERAL PROVISIONS AND OFFICIAL ENFORCEMENT

Chapter 1

General provisions

Section 1

Application and purpose of the Act

This Act lays down provisions on the procedure for when the occupational safety and health authority enforces compliance with occupational safety and health provisions, and on cooperation on occupational safety and health between employers and employees in the workplace.

The provisions of chapters 2, 3 and 6 on employers and workplaces apply, as appropriate, to other parties overseen by the occupational safety and health authority. (1418/2016)

The purpose of this Act is to ensure compliance with occupational safety and health provisions and to improve the working environment and working conditions by means of official enforcement of occupational safety and health and by means of cooperation between employers and employees.

Section 2 (776/2025)

Definitions

For the purposes of this Act:

1) *occupational safety and health authority* means the Finnish Supervisory Agency as well as the Ministry of Social Affairs and Health (*Ministry*) when the Ministry attends to duties relating to the surveillance of product safety and oversees that the Finnish Supervisory Agency complies with the provisions on occupational safety and health;

2) *inspector* means a person who is in a public-service employment relationship with the occupational safety and health authority and who has powers to carry out enforcement and inspection duties referred to in this Act; and

3) *product* means machinery, work equipment, personal protective equipment or other technical device or object, as well as a chemical or an installation or object containing a chemical.

Chapter 2

Powers and duties of the occupational safety and health authority and the inspector

Section 3

Enforcement

The occupational safety and health authority inspects workplaces and other objects of enforcement and carries out other measures required by legislation. The occupational safety and health authority shall, when carrying out enforcement, promote cooperation between employers and employees.

The enforcement activities of the occupational safety and health authority are governed by the Administrative Procedure Act (434/2003), the Language Act (423/2003), the Sámi Language Act (1086/2003) and the Act on the Openness of Government Activities (621/1999), unless otherwise provided below. Separate provisions are issued on the Occupational Safety and Health Administration and on other duties of the occupational safety and health authority.

Section 4

Access to information and the right to inspect

The occupational safety and health authority and the inspector have the right, in order to carry out enforcement and to the extent required for enforcement, to:

1) have access to a place where work is performed or where it is reasonably assumed that work is performed, to other premises which the employer, under an act to be enforced by the occupational safety and health authority, is obliged to provide for employees' use, and to a place where products intended to be placed on the market or supplied for use are manufactured, stored or displayed;

2) have access provided by the employer to view documents which the employer, under provisions to be enforced by the occupational safety and health authority, shall draw up or keep, and receive any other account of matters which the employer, under provisions to be enforced by the occupational safety and health authority, shall draw up, keep or have in its possession in some way other than in writing;

3) discuss with a person working, or any other person present, in a place referred to in paragraph 1, either in private or in the presence of witnesses, and obtain from that person information necessary for their duties and such documents that are required of the person by provisions to be enforced by the occupational safety and health authority;

4) receive from the employer an account of any other investigations, besides those referred to in paragraph 2, carried out by the employer relating to the work, the working environment and the state of the workplace and affecting employees' health and safety, as well as of any other essential plans affecting the structures of the workplace, work and production methods and employees' health and safety;

5) receive from the employer access to view an agreement on the organisation of occupational healthcare concluded between the employer and an occupational healthcare service provider or the employer's description of occupational healthcare organised by the employer itself, as well as an occupational healthcare plan, workplace survey and any other account of the operation of occupational healthcare necessary for enforcement;

6) having notified the employer of the matter, take samples of raw materials or other materials used in the workplace, or of products manufactured or used in the workplace, for separate reports

or investigations; compensation corresponding to the fair price shall be paid for a sample unless its value is minor;

7) carry out occupational hygiene measurements in the workplace and, where authorised by the employer or justifiable for enforcement purposes, carry out photography or filming in the workplace;

8) receive from the employer also other information necessary for enforcement as well as copies of the documents mentioned in this section.

The inspector shall, on request, provide proof of their powers to carry out inspections by presenting a certificate issued by the occupational safety and health authority.

Section 4a (1418/2016)

Exchange of information between occupational safety and health authorities

Notwithstanding non-disclosure provisions and other restrictions on access to information, the occupational safety and health authority has the right to access information obtained in occupational safety and health enforcement from another occupational safety and health authority if the information is necessary to target enforcement or, in an individual enforcement case, to enforce compliance with law when the enforcement is assigned to the occupational safety and health authority by law.

Notwithstanding non-disclosure provisions and other restrictions on access to information, the occupational safety and health authority has the right, on its own initiative, to disclose to a competent occupational safety and health authority information on such suspected acts of negligence or shortcomings that the occupational safety and health authority has detected in conjunction with enforcement assigned to it by law.

Section 4b (920/2021)

Right to access information from the authorities and others performing public duties

Notwithstanding non-disclosure provisions and other restrictions on access to information, the occupational safety and health authority has the right to access information necessary to target

enforcement or, in an individual enforcement case, to enforce compliance with the Act on the Contractor's Obligations and Liability when Work is Contracted Out (1233/2006) and with the minimum terms of contractual employment relationships, as well to oversee working conditions and the use of foreign labour:

- 1) from an authority referred to in section 4, subsection 1, paragraphs 1, 4 and 7 of the Act on the Openness of Government Activities;
- 2) from the Finnish Centre for Pensions, the Employment Fund and the Finnish Workers' Compensation Center;
- 3) from a pension institution and an accident insurance company to the extent that the information from the pension institution and accident insurance company may be disclosed in a compliance report referred to in the Act on the Grey Economy Information Unit (1207/2010).

Notwithstanding non-disclosure provisions and other restrictions on access to information, the occupational safety and health authority has the right to obtain from the Financial Supervisory Authority information necessary for the protection of such persons in a contractual employment relationship who are referred to in section 71a of the Act on the Financial Supervisory Authority (878/2008).

Section 4c (1418/2016)

Right to access datasets from the authorities and others performing public duties

In order to target the enforcement of compliance with the Act on the Contractor's Obligations and Liability when Work is Contracted Out, the occupational safety and health authority has the right, notwithstanding non-disclosure provisions and other restrictions on access to information, to access the following datasets:

- 1) from the Finnish Tax Administration identification data and data on the amount of outstanding taxes concerning units registered in the Business Information System which do not have a payment arrangement made by the Finnish Tax Administration concerning the outstanding taxes;

2) from the Finnish Centre for Pensions identification data on units registered in the Business Information System which the Finnish Centre for Pensions has in its supervision found to have fully neglected their pension insurance obligations;

3) from the Finnish Workers' Compensation Center identification data on units registered in the Business Information System which the Finnish Workers' Compensation Center has in its supervision found to have fully neglected their accident insurance obligations.

To delimit the dataset, the occupational safety and health authority shall, in cooperation with the Finnish Tax Administration, the Finnish Centre for Pensions and the Finnish Workers' Compensation Center, determine for the units to be registered in the Business Information System the legal form, geographical area, time period and sector that the information request concerns. An information request made to the Finnish Tax Administration shall also specify the amount of outstanding taxes.

Any information found unnecessary for the targeting of enforcement shall be destroyed immediately.

Section 4d (1418/2016)

Right to disclose information to the authorities and others performing public duties

Notwithstanding non-disclosure provisions and other restrictions on access to information, the occupational safety and health authority has the right, on its own initiative, to disclose information on such suspected acts of negligence or shortcomings that it detected when enforcing compliance with the Act on the Contractor's Obligations and Liability when Work is Contracted Out or with the minimum terms of contractual employment relationships or when overseeing the use of foreign labour:

1) to an authority referred to in section 4, subsection 1, paragraphs 1, 4 and 7 of the Act on the Openness of Government Activities;

2) to the Finnish Centre for Pensions, the Employment Fund, the Finnish Workers' Compensation Center, the Social Insurance Institution of Finland and unemployment funds; (920/2021)

3) to pension institutions and accident insurance companies.

A further condition for the disclosure of information is that the authority or other party performing a public duty is competent on the matter.

Section 4e (1418/2016)

Technical user interface and access to information free of charge

The occupational safety and health authority has the right to access the information referred to in sections 4a–4c through a technical user interface or otherwise electronically.

The occupational safety and health authority has the right to access the information referred to in sections 4a–4c and disclose the information referred to in sections 4a, 4d and 4f free of charge.

Section 4f (1418/2016)

Purpose limitation on information

Information accessed by the occupational safety and health authority under sections 4a–4c may be used only for the purposes referred to in the said sections, unless otherwise provided by law.

Information may, however, be disclosed to the authorities responsible for requests for review concerning enforcement activities of occupational safety and health authorities or for the investigation of suspected offences or acts of negligence detected in occupational safety and health enforcement and for the imposition of sanctions.

Information accessed for the oversight of the use of foreign labour may also be disclosed to a foreign authority to the extent that it is necessary for administrative cooperation between authorities of Member States of the European Union in the enforcement of compliance with legislation on posted workers.

Section 5

Carrying out occupational safety and health inspections

Occupational safety and health inspections shall be carried out as frequently and efficiently as is necessary for effective enforcement.

Enforcement concerning workplaces where there are significant hazards to life or health shall be particularly efficient. Inspections shall, where necessary, be carried out at all hours of the day when work is done.

An inspection, or any other enforcement measure necessary to investigate a matter, shall be carried out without delay if the occupational safety and health authority has been notified of a suspicion that a provision to be enforced by the occupational safety and health authority has been breached in the workplace, or where requested by the employer, the occupational safety and health representative or the occupational safety and health committee, or an equivalent cooperation body, if this is warranted by the circumstances presented in the request or notice.

Section 6

Accident investigation

The investigation of an occupational accident referred to in section 46 that comes to the attention of the occupational safety and health authority shall be carried out urgently. The investigation shall establish the course of events, the causes of the occupational accident and the possibilities to prevent the occurrence of similar accidents.

Section 7

Notice of and presence during inspections

The employer shall be notified in advance of an inspection and its date and time, unless otherwise provided in section 8. The employer shall give notice of the inspection to the occupational safety and health representative concerned or, in the absence of one, in an appropriate manner in the workplace.

The employer shall, where possible, ensure that the occupational safety and health representative is present during the inspection. If the occupational safety and health representative is not present during the inspection, the employer shall notify the inspector of the reason for their absence.

The employer and the employer's representative, the occupational safety and health representative and other employees have for their part the right to be present at an inspection and, during the inspection, express their opinions, ask questions and obtain information about the inspection and any related further measures. The inspector shall, on request, discuss with these persons in private any matters subject to enforcement that concern them, either in the workplace or, where necessary, elsewhere. The inspector may, where so required by the nature or scope of the inspection, restrict the number of participants to the inspection or propose that their number be increased.

Section 8

Inspection without prior notice

An inspection may be carried out without the prior notice referred to in section 7, subsection 1 where this is necessary for enforcement purposes. In such a case, the inspector, when arriving at the workplace, shall, where possible, announce the inspection to the employer and the occupational safety and health representative or, in the absence of one, in an appropriate manner in the workplace.

An inspection may commence without the prior notice of arrival at the workplace referred to in subsection 1 if the notice would be liable to endanger the achievement of the objectives of the inspection. In such a case, the inspector shall, where possible, inform the employer and the occupational safety and health representative of the inspection at the end of the inspection at the latest and at the same time provide them with the opportunity to express their views on the aspects inspected and the observations made during the inspection. If the inspector has not met the said persons during or at the end of the inspection, they shall be informed of the inspection in an appropriate manner.

Section 9

Inspection in premises covered by the right to domestic privacy

An inspection may be carried out in premises covered by the right to domestic privacy if there is a reasonable cause to suspect that the work performed in the premises or the working conditions cause a hazard to an employee's life or significant harm or hazard to an employee's health and sufficient enforcement cannot otherwise be carried out.

Section 10

Non-disclosure of information on reporting persons

When the occupational safety and health authority has received a report of a deficiency or shortcoming concerning health or safety at work or any other suspected breach of provisions to be enforced by it, the reporting person's identity and the fact that the enforcement measure is taken due to a report shall not be disclosed. The reporting person's identity may, however, be revealed if it is necessary for enforcement purposes and the person has consented to it.

Information referred to in subsection 1 may, without the reporting person's consent, be given to the prosecution or police authorities for the purpose of criminal investigation.

Section 11

Inspection report

The inspector shall, without delay, draw up a written report of the inspection. The inspection report shall indicate the course of the inspection and the main findings made by the inspector. In addition, it shall contain any written advice and improvement notices referred to in section 13, a description of the meaning of the written advice and improvement notice and any further measures. An improvement notice may also be issued as a separate document.

Subsection 2 was repealed by Act 1327/2011.

The inspection report shall be notified to the employer and the occupational safety and health representative. In the absence of an occupational safety and health representative in the workplace, the employer shall notify the employees of the inspection report in an appropriate manner in the workplace.

Section 12

Use of experts

The occupational safety and health authority may be assisted by a competent external expert in the investigation of a matter that is relevant for enforcement. The expert has the rights referred to in section 4 to the extent that is necessary for the investigation and as indicated by a special power of attorney granted to the expert specifically for each case by the occupational safety and health authority. The expert does not, however, have the right to carry out their task in a place referred to in section 9 otherwise than together with the inspector they are assisting.

The occupational safety and health authority shall notify the employer and the occupational safety and health representative of the main findings of the expert in a manner it considers appropriate. In the absence of an occupational safety and health representative, the employer shall notify the employees of the main findings in an appropriate manner in the workplace.

The provisions on the authorities laid down in the Administrative Procedure Act, the language acts and the Act on the Openness of Government Activities also apply to an expert assisting the occupational safety and health authority.

Chapter 3

Exercise of powers

Section 13 (1330/2014)

Issuance of written advice and improvement notices

If the employer fails to comply with the obligations laid down for them in provisions to be enforced by the occupational safety and health authority, the inspector shall issue the employer with written advice to eliminate or remedy the state of affairs that is in breach of the provisions.

If the hazard or harm caused by the state of affairs that is in breach of the provisions in regard to matters referred to in subsection 3 is greater than minor, the inspector shall, instead of written advice, issue a written improvement notice obliging the employer to eliminate or remedy the state of affairs that is in breach of the provisions. In addition, the inspector may issue a written improvement notice in regard to matters referred to in subsection 3, paragraphs 1–8 if the employer fails to comply with the written advice referred to in subsection 1. (336/2023)

An improvement notice may be issued in regard to matters concerning:

- 1) aspects relating to the working environment and the state of the workplace that affect the health and safety of employees;
- 2) records of working hours or annual holidays or another obligation to keep records;
- 3) an obligation, referred to in the Employment Contracts Act (55/2001) or another act compliance with which is enforced by the occupational safety and health authority, to provide:
 - a) a written account of the principal terms and conditions of the work and the further details required on them;
 - b) a written report on the outcome of the obligation to review the variable working hours clause, and of the facts on which the outcome is based;
 - c) a written response concerning the possibility of prolonging the regular working time agreed in the employment contract or the duration of the employment contract, or a well-reasoned account of the extension of the employment contract; (414/2026)
 - d) a payslip;
 - e) a written lay-off certificate;
 - f) a written notice of the grounds for terminating an employment contract;
 - g) a certificate of employment;

(748/2022)

- 4) organisation of occupational healthcare;
- 5) the prohibition of discrimination or victimisation or the prohibition of discriminatory work advertisements referred to in the Non-discrimination Act (1325/2014) or the employer's duty to assess and promote the realisation of equality referred to in section 7, subsection 1 of the said Act or the obligation to draw up a plan for the promotion of equality referred to in section 7, subsection 2 of the Act and the right of representatives of the personnel to access information referred to in section 7, subsection 3 of the Act; (1195/2022)
- 6) oversight of direct supplementary pension schemes;
- 7) an obligation provided in this Act;

8) the obligation to provide information to a staff representative laid down in section 12 of the Act on Posting Workers (447/2016) or the right of the occupational safety and health authority to obtain information laid down in section 17, subsection 1, 2, 4 or 5 of the said Act; (336/2023)

9) the obligation to pay wages or a salary, the grounds and amount of which are unequivocally verifiable, at least in accordance with law or the generally applicable collective agreement applied to the work. (336/2023)

(449/2016)

The written advice and improvement notice shall specify the applicable provisions and any shortcomings detected in compliance with them. The improvement notice shall also set a time limit within which the employer shall render the state of affairs compliant with the provisions where this is not immediately possible.

Section 14

Submission of matters for consideration by the occupational safety and health authority

The inspector shall monitor whether the employer has complied with an improvement notice referred to in section 13, subsection 2 within the specified time limit. If the necessary measures have not been carried out, the inspector shall, without delay, submit the matter for consideration by the occupational safety and health authority.

If the inspector finds that issuing written advice or an improvement notice will apparently not lead to remedying or eliminating the state of affairs that is in breach of the provisions or if the matter cannot be delayed, the inspector may submit the matter for consideration by the occupational safety and health authority without issuing written advice or an improvement notice.

Section 15

Decision by the occupational safety and health authority

The occupational safety and health authority may oblige an employer to remedy or eliminate a state of affairs that is in breach of provisions within a time limit set by it. When setting a time limit, account shall be taken of any time limit previously set in an improvement notice.

The occupational safety and health authority may, to enforce compliance with an obligation imposed in a decision referred to in subsection 1, impose a conditional fine or conditional enforcement of performance or suspension as laid down in the Act on Conditional Fines (1113/1990).

The occupational safety and health authority may in its decision order that the decision shall be complied with regardless of any request for a review.

Section 16

Prohibition notice and temporary prohibition notice

If a deficiency or shortcoming in the workplace causes a hazard to the life or health of employees, the occupational safety and health authority may prohibit the use of the machinery, work equipment or other technical device, product or work method causing the hazard or prohibit the continuation of work until the state of affairs in breach of law has been remedied or eliminated. The occupational safety and health authority may enforce compliance with a prohibition notice referred to above by imposing a conditional fine as laid down in the Act on Conditional Fines. (776/2025)

The inspector may issue the prohibition notice referred to in subsection 1 immediately as a temporary prohibition notice if the hazard to life or health is immediate. A temporary prohibition notice shall be complied with immediately. The inspector shall, without delay, submit the matter for consideration by the occupational safety and health authority.

Section 17

Consideration of matters

Before making a decision, the occupational safety and health authority shall, besides the provisions on hearing a party laid down in the Administrative Procedure Act, provide the occupational safety and health representative concerned with the opportunity to be heard. The decision shall also be

served on the occupational safety and health representative free of charge. A matter referred to in sections 15 and 16 above shall be considered urgently.

Chapter 4 (603/2013)

Oversight of safety of technical devices

Section 18 (603/2013)

Prohibition of supply of technical devices

If the Finnish Supervisory Agency has in its enforcement found that machinery, work equipment, personal protective equipment or other technical device intended to be placed on the market or supplied for use does not comply with the statutory requirements or is otherwise liable to cause a hazard to persons or property, the Finnish Supervisory Agency shall, so far as necessary, refer the matter for consideration by the Ministry. (776/2025)

The Ministry may prohibit the placing on the market or supply for use of a technical device referred to in subsection 1 until it has been brought into compliance with the requirements. Instead of a prohibition, the Ministry may impose restrictions or conditions on placing such a device on the market or supplying it for use. Where there are reasonable grounds to suspect that a technical device is non-compliant, the Ministry may prohibit its placing on the market or supply for use until compliance has been established.

Even where a technical device is duly placed on the market or supplied for use, the Ministry may issue a prohibition referred to in subsection 2 or impose conditions or restrictions on placing the device on the market or supplying it for use if the device is liable to endanger the safety of persons or property.

The inspector may impose a prohibition referred to in subsections 2 and 3 on a temporary basis if the technical device intended for the market or use is not compliant with the statutory requirements or if, once taken into use, it may cause an immediate hazard to the health or safety of employees. A further condition is that the temporary prohibition is necessary for the purpose of the enforcement to be achieved. The inspector shall transfer the matter to the Finnish Supervisory Agency, which will refer the matter for consideration by the Ministry. The inspector, the Finnish Supervisory Agency and the Ministry shall act urgently on the matter. (776/2025)

Section 19 (920/2021)

Withdrawal and recall of technical devices

The Ministry may, in its decision referred to in section 18, oblige the manufacturer, importer or seller of a technical device, or any other party that has placed the technical device on the market or supplied it for use, to withdraw it from the market and, if the technical device has been supplied for use, to take the necessary measures to recall it from use. The Ministry may also impose the decision on another natural or legal person who is subject to obligations relating to the manufacture, placing on the market or putting into service of technical devices.

Section 19a (920/2021)

Destruction of technical devices

Where the prohibitions, restrictions and conditions referred to in section 18 or 19 cannot be regarded as sufficient and a technical device may present a serious risk to persons or property, the Ministry may order the manufacturer, importer, seller or other party that has placed the technical device on the market or supplied it for use to destroy the device in its possession or returned to it. Where the destruction of the technical device is not appropriate, the Ministry may order that the device be rendered inoperable or order another equivalent procedure. The Ministry may also impose the decision on another natural or legal person who is subject to obligations relating to the manufacture, placing on the market or putting into service of technical devices.

Section 19b (920/2021)

Powers relating to online interfaces

Where a technical device presents a serious risk to human health, safety or property and it is necessary in order to eliminate the serious risk, the Ministry may order the service provider to remove content referring to the technical device from its website or from its other equivalent online interface referred to in Article 3(15) of Regulation (EU) 2019/1020 of the European Parliament and of the Council on market surveillance and compliance of products and amending

Directive 2004/42/EC and Regulations (EC) No 765/2008 and (EU) No 305/2011 or to display an explicit warning to end users when they access the online interface.

Where a restriction or condition referred to in subsection 1 has not been complied with, the Ministry may order the service provider to restrict access to the online interface.

The Ministry may also issue a temporary decision, which remains in force until a final decision is reached in the matter. The Ministry shall resolve the matter urgently.

Prior to issuing a decision referred to in subsections 1–3, the Ministry shall give the addressee of the decision and the natural or legal person who is subject to obligations relating to the manufacture, placing on the market or putting into service of technical devices an opportunity to be heard, except where the hearing cannot be organised as quickly as required by the urgency of the matter.

Section 20 (920/2021)

Information and administrative enforcement measures

In its decisions referred to in sections 18, 19 and 19a, the Ministry may impose the obligation to provide information within a specific time period and in the manner ordered by the Ministry on the measures required by the decision, on any hazard relating to a technical device or its use and on the rights of the holder of the device. The Ministry may also impose on the manufacturer, importer or seller the obligation to provide information when a technical device has been deemed to be non-compliant but a decision referred to in section 18, 19 or 19a is not made because the technical devices concerned are no longer in the possession of the manufacturer, importer, seller or any other party having placed the technical device on the market or supplied it for use and when there are serious grounds relating to health and safety for imposing the obligation to provide information.

The Ministry may, to enforce compliance with an obligation imposed in a decision referred to in this chapter, impose a conditional fine or conditional enforcement of performance or conditional enforcement of suspension. Provisions on the conditional fine, conditional enforcement of performance and conditional enforcement of suspension are laid down in the Act on Conditional Fines.

The Ministry may in its decision referred to in this chapter order that the decision shall be complied with regardless of any request for a review.

The Ministry shall notify the European Commission and, where necessary, other Member States of the European Union of a decision referred to in section 18, subsection 2 as laid down in Union law or elsewhere on notification. The Ministry shall also attend to the notification procedure concerning technical devices presenting a serious risk and to any other exchange of information as laid down in Union law or elsewhere on the matter.

Section 21 (603/2013)

Examination of technical devices and compensation for costs

The Ministry has the right to obtain for examination a technical device that is in the possession of a person referred to in section 19 where this is necessary for enforcement referred to in section 18. Where so required by the holder of the technical device, compensation corresponding to the fair price shall be paid for the device, unless the device is found to be non-compliant.

Where a technical device is non-compliant, the Ministry may oblige the party that placed the device on the market or supplied it for use to compensate the State for any reasonable costs arising from its acquisition, examination and testing. The compensation for costs provided in this section is directly enforceable. Provisions on its collection are laid down in the Act on the Enforcement of Taxes and Public Payments (706/2007).

Section 21a (920/2021)

Right to acquire technical devices for examination under cover identity

The Finnish Supervisory Agency and the Ministry have the right to acquire a technical device for examination under a cover identity where this is necessary to enforce compliance of the technical device with the requirements. The provisions of section 21, subsection 2 also apply when a technical device has been acquired for examination under a cover identity. (776/2025)

The use of a cover identity shall be notified to the manufacturer, importer, seller or other party that placed the technical device on the market or supplied it for use as well as to the controller

referred to in Article 4(7) of Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) as soon as is possible without jeopardising the purpose of the use of a cover identity.

PART II

COOPERATION ON OCCUPATIONAL SAFETY AND HEALTH

Chapter 5

Cooperation on occupational safety and health in the workplace

Section 22

Objectives and implementation of cooperation

The objective of the cooperation laid down in this chapter is to improve the interaction between the employer and the employees and to make it possible for the employees to participate in and influence the handling of matters concerning health and safety in the workplace.

Section 23

Right to conclude agreements

The cooperation referred to in this chapter may be agreed otherwise under a written agreement between national associations of employers and employees.

What is provided in subsection 1 on national associations of employers applies correspondingly to government negotiating authorities and other government contracting authorities, the Commission for Local Authority Employers, the Commission for Church Employers of the Evangelical Lutheran Church of Finland, the Orthodox Church, the Bank of Finland, the Government of Åland and the Commission for Municipal Employers of Åland.

The employer and the occupational safety and health representative or a representative authorised by the personnel, or, where no such person has been elected, the personnel or a group of personnel may agree on arranging the cooperation in a manner suitable for the circumstances in the workplace, provided that the employees are guaranteed at least the same level of

opportunities as laid down in this chapter to participate in the handling of occupational safety and health matters within the framework of this cooperation. The agreement is valid indefinitely and may be terminated at two months' notice. The agreement binds the employees whom the employee representative who concluded the agreement can be considered to represent. The employer shall notify in writing of the agreement applied and its contents in an appropriate manner in the workplace.

Section 24

Restrictions on the right to conclude agreements

An agreement referred to in section 23 above may not restrict the rights referred to in sections 32, 36 and 37. An agreement may not remove the rights laid down in section 33, section 34, subsections 1 and 3 and section 35.

An agreement referred to in section 23, subsection 3 above may not restrict the rights laid down in section 29, section 33, subsection 1 and sections 34, 35, 40 and 41.

Section 25

Workplace

In this chapter, workplace means an entity that comprises one or more places of activity or operating units and is geographically and functionally appropriate with regard to cooperation activities, taking account of the nature and scope of the activities as well as the number of employees in the individual places of activity or operating units.

Section 26

Matters addressed in cooperation

Besides other legal provisions elsewhere, the matters addressed in cooperation between the employer and employees include, considering the circumstances of the work and the workplace:

- 1) matters directly affecting the health and safety of any employee, and any changes in those matters;

- 2) the principles and manner of reviewing hazards and harms in the workplace, as well as such factors generally affecting the health and safety of employees that have come up in a review referred to above or in a workplace survey carried out by occupational healthcare;
- 3) development objectives and programmes relating to activities maintaining the ability to work and supporting the continuation of working, and other development objectives and programmes affecting the health and safety of employees; (1327/2011)
- 4) matters affecting the health, safety and ability to work of employees and relating to the organisation and quantitative planning of work or to any essential changes in them;
- 5) the need and arrangements for training, guidance and induction given to employees referred to in acts to be enforced by the occupational safety and health authority;
- 6) statistical and other monitoring data that relates to the work, the working environment and the state of the workplace and describes health and safety at work;
- 7) monitoring of the realisation and impacts of the matters referred to in paragraphs 1–6 above.

The matters referred to in paragraphs 1–7 above shall be addressed, taking account of the time schedule for their preparation and implementation, in a sufficiently timely manner considering the objectives of the cooperation.

Section 27

Consideration of cooperation matters

Matters included in cooperation under section 26, subsection 1, paragraph 1 are addressed between the employer, or a supervisor representing the employer, and the employee. The occupational safety and health representative representing the employee has the right to participate in the consideration of the matter at the request of the employee and, where necessary, also otherwise. Any far-reaching matters and matters concerning the workplace in general referred to in section 26, subsection 1, paragraph 1 and other matters referred to in section 26 are addressed by the occupational safety and health committee referred to in section

38. A member of the occupational safety and health committee has the right to propose matters for consideration by the committee and also otherwise make proposals for developing the cooperation, and to receive reasoned feedback on their proposals.

Where there is no occupational safety and health committee in the workplace, the matters referred to in section 26, paragraphs 2–7 are addressed between the employer and the occupational safety and health representative. Where there is no occupational safety and health committee and no occupational safety and health representative in the workplace, the matters referred to in section 26 are, as appropriate, addressed as laid down in chapter 3 of the Occupational Safety and Health Act (738/2002). Separate provisions are issued on cooperation with regard to occupational healthcare.

Where a shop steward or a contact person or an elected representative referred to in chapter 13, section 3 of the Employment Contracts Act has been elected for the workplace on the basis of a collective agreement, the occupational safety and health representative only represents the employees in matters concerning health and safety at work. The same person may be elected as a shop steward or a contact person or as an elected representative and occupational safety and health representative. (449/2016)

Section 28

Cooperation person representing the employer

The employer shall appoint a representative (*occupational safety and health manager*) for the cooperation referred to in this chapter, unless the employer itself wishes to take on this role. It is the duty of the occupational safety and health manager to assist the employer and supervisors in tasks relating to acquisition of expertise in occupational safety and health and to cooperation with employees and the occupational safety and health authority. To this end, it is the duty of the occupational safety and health manager to take the necessary measures to organise and maintain cooperation between the employer and the employees in the workplace and to contribute to the development of occupational safety and health cooperation. (776/2025)

The occupational safety and health manager shall be adequately qualified taking into account the nature of the workplace and the work and the size of the workplace, and they shall have sufficient

knowledge of occupational safety and health legislation and the conditions in the workplace and also otherwise have the appropriate capacity to address matters referred to in section 26 and organise the cooperation.

Section 29

Occupational safety and health representative and deputy representatives

In workplaces where at least ten employees work regularly, the employees shall elect from among themselves an occupational safety and health representative and two deputy representatives to represent them in the cooperation referred to in this chapter and for liaison with the occupational safety and health authority. In other workplaces, too, the employees may elect from among themselves the representatives referred to above. Salaried employees in a workplace have the right to elect from among themselves an occupational safety and health representative and two deputy representatives to represent salaried employees. (776/2025)

If the occupational safety and health representative's contractual employment relationship, public-service employment relationship or other employment relationship governed by public law ends or they resign from their role as occupational safety and health representative in mid-term, they shall be replaced by a deputy representative for the rest of the term. The deputy representative replacing the occupational safety and health representative has the status of the occupational safety and health representative.

If the occupational safety and health representative is unable to attend to their duties because of a temporary hindrance, a deputy representative attends to the necessary duties of the occupational safety and health representative that cannot be left to wait until the hindrance affecting the occupational safety and health representative is removed. In such a situation, the deputy representative has the same right as the occupational safety and health representative to access information and use working time needed for attendance to the duties in question, to receive compensation for loss of income and to suspend dangerous work in accordance with section 36.

When the occupational safety and health representative is unable to attend to their duties because of a hindrance, the deputy representative who received most votes in the election of deputy representatives shall attend to the duties of the occupational safety and health representative during the hindrance, unless otherwise agreed under section 23.

Section 30

Election of the occupational safety and health representative and the deputy representatives

The occupational safety and health representative and the deputy representatives shall be elected in an election held by the employees for a term of two calendar years, unless otherwise agreed on the term under section 23. A term longer than two calendar years may be agreed on under an agreement referred to in section 23, subsection 1. The term may, on reasonable grounds, also be agreed by the occupational safety and health committee or through a corresponding cooperation procedure to last for four calendar years. The time and place of the election shall be agreed on in advance with the employer. The election shall be held so that all employees in the workplace are able to participate in the election and so that the election does not cause any unnecessary inconvenience to the operations of the workplace.

Where necessary, the employer shall provide information in the workplace on the employees' right to elect an occupational safety and health representative. For the organisation of the election, the employer shall provide the employees with access to a list of all employees of the workplace and, where necessary, a separate list of salaried employees and allow the employees to use premises in its control free of charge. The employer shall not prevent or hamper the holding of the election.

The election organisers shall immediately inform the employer in writing of the result of the election of the occupational safety and health representative and deputy representatives.

Where uncertainty arises in the workplace about the organisation of the election of the occupational safety and health representative, the inspector shall provide the employees with any instructions they need. Where no election has been organised in a workplace where, under section 29, an occupational safety and health representative shall be elected, the inspector shall take measures for an election to take place.

Further provisions on the date of the election of an occupational safety and health representative and deputy representatives, candidate eligibility, nomination of candidates, voting procedure and other organisation of the election may be issued by government decree.

Section 31 (776/2025)

Duties of the occupational safety and health representative

The occupational safety and health representative represents the employees of the workplace when matters referred to in section 26 are addressed in cooperation with the employer, and in relation to the occupational safety and health authority. Additionally, it is the duty of the occupational safety and health representative to become familiar, on their own initiative, with matters affecting the health and safety of employees and relating to their working environment and the state of their workplace, and with occupational safety and health provisions. The occupational safety and health representative shall also participate in inspections and expert investigations relating to occupational safety and health if the expert or occupational safety and health authority considers the participation as necessary. The occupational safety and health representative shall also, for their part, draw the attention of the employees they represent to aspects that promote health and safety at work.

Section 32

Occupational safety and health representative's right to access information

The occupational safety and health representative has the right to obtain access from the employer to the documents and lists the employer is obliged to keep pursuant to occupational safety and health provisions. The representative also has the right to become familiar with such documents in possession of the employer which concern health and safety at work and relate to the working environment and the state of the workplace. Additionally, the representative has even in other respects the right to receive from the employer any information necessary for attendance to their cooperation duties.

The occupational safety and health representative also has the right to obtain access to the employer's copy of an agreement between the employer and the occupational healthcare service provider on the organisation of occupational healthcare, or the employer's description of the occupational healthcare organised by the employer itself, and the occupational healthcare plan. Separate provisions are issued on occupational safety and health representatives' statements on applications concerning compensation for occupational healthcare costs.

The occupational safety and health representative has the right to obtain copies of the documents mentioned in subsections 1 and 2 to the extent required by their cooperation duties.

Section 33

Right of the occupational safety and health representative and deputy representatives to receive training

The employer shall ensure that the occupational safety and health representative and the deputy representatives have the opportunity to receive training appropriate for attendance to their cooperation duties with regard to provisions and guidelines concerning occupational safety and health as well as other matters included in attendance to their duties, taking account of their experience and any previous training in occupational safety and health matters. The employer and the occupational safety and health representative as well as the deputy representatives shall address the need for training and training arrangements within two months of the election. The training shall not entail any costs or loss of income for the occupational safety and health representative or deputy representatives.

The training shall take place during working hours, unless otherwise agreed under section 23.

Section 34

Occupational safety and health representative's time allocation

The employer shall release the occupational safety and health representative from their regular work duties for attendance to the duties laid down in section 31 for the reasonable period of time they need to attend to the duties of an occupational safety and health representative, unless there is a legitimate reason that temporarily prevents the release. When defining the time required for attendance to the representative's duties, account shall be taken of the number of employees represented by the representative, the geographical scope of the workplace, the number of places of work and the nature of work carried out in those places, the factors depending on the organisation of work and affecting the quantity of the duties of the representative, and the other risk, hazard and workload factors referred to in the Occupational Safety and Health Act affecting the safety and the physical and mental health of employees.

Unless otherwise agreed on the occupational safety and health representative's time allocation under section 23, subsection 1, the employer shall, in a workplace where at least ten employees work regularly, taking account of the factors referred to in subsection 1, release the occupational

safety and health representative from their regular work duties for attendance to the duties of the occupational safety and health representative for at least four hours during each period of four successive calendar weeks, unless the release causes such a considerable inconvenience to production or the employer's operations that temporarily prevents the release. The provisions above in this subsection apply to an occupational safety and health representative elected by the group of workers or salaried employees that is more exposed to occupational risks or hazards to health and safety than the employees in the other group.

Where the regular work duties of the occupational safety and health representative so require, the release referred to in subsection 1 shall be taken into account in the organisation of work. The occupational safety and health representative shall also fulfil the obligations arising from their contractual employment relationship or public-service employment relationship or other employment relationship.

Section 35

Compensation for the occupational safety and health representative's loss of income

The employer shall compensate the occupational safety and health representative for any loss of income incurred due to attendance to the representative's duties during working hours. The compensation is calculated based on the regular income the occupational safety and health representative would have earned in their regular work during the time they were attending to the duties of the occupational safety and health representative.

The employer shall pay reasonable compensation for attendance to the necessary occupational safety and health representative duties which the representative carried out outside working hours and has reported to the employer.

Section 36

Occupational safety and health representative's right to suspend dangerous work

Where work poses an imminent and serious hazard to an employee's life or health, the occupational safety and health representative has the right, subject to the restrictions laid down in this section, to suspend the work with regard to the employees they represent.

The occupational safety and health representative shall, where possible considering the nature of the hazard and other circumstances, notify the employer of any suspension of work in advance and in any case as soon as this is possible without any danger. Having ensured that no hazard referred to in subsection 1 exists, the employer may order the work to be continued.

Any suspension of work shall not restrict work more extensively than is necessary for health and safety at work. When suspending work, it shall be ensured that any harm or hazard caused by the suspension is minimised.

Where the occupational safety and health representative has suspended work under this section, they shall not be liable to compensate for any loss or damage caused by the suspension.

Section 37 (758/2011)

Occupational safety and health representative's protection against unjustified dismissal

The provisions of chapter 7, section 10 of the Employment Contracts Act on the protection of a shop steward and an elected representative against the termination of their employment contract and the provisions of chapter 8, subsection 9 of the Seafarers' Employment Contracts Act (756/2011) on the protection of a shop steward against the termination of their employment contract apply to the protection of an occupational safety and health representative against the termination of their employment contract.

Section 38

Occupational safety and health committee

In workplaces where at least 20 employees work regularly, an occupational safety and health committee shall be established for a period of two calendar years at a time. Both the employer and the employees of the workplace are represented in the committee.

The employer shall take the necessary measures to organise the cooperation referred to in this section.

Section 39

Selection and composition of the occupational safety and health committee

Unless otherwise agreed on the number of members in the occupational safety and health committee and on the representation of the various parties, the number of committee members is four, eight or twelve, as required by the nature, size and other circumstances of the workplace. A quarter of the members represent the employer, a half of the members represent the employee group of workers or salaried employees that is the larger of these two and a quarter represent the employee group that is the smaller of these two.

The employer appoints to the occupational safety and health committee such a representative of the employer whose duties include the preparation of matters to be addressed by the committee. The committee is chaired by the employer or the employer's representative or a person the committee has selected from among themselves. The occupational safety and health manager participates in the meetings of the committee, even when they are not a member of the committee.

The occupational safety and health representatives are members of the occupational safety and health committee. The other members of the committee representing the employees are elected in an election in compliance, as appropriate, with the provisions of section 30 on the election of occupational safety and health representatives.

Further provisions on the date of the election of the occupational safety and health committee, candidate eligibility, nomination of candidates, voting procedure and other aspects concerning the organisation of the election as well as on the convening of the committee and other arrangement of the committee's tasks may be issued by government decree.

Section 40

Occupational safety and health committee members' time allocation and compensation

The provisions of sections 34 and 35 on the occupational safety and health representative's rights apply, as appropriate, to the right of the occupational safety and health committee members representing the employees to be released from their regular duties to carry out necessary occupational safety and health duties, and to their right to receive compensation for any loss of

income due to the above-mentioned duties, or remuneration for their duties and committee meetings outside working hours.

Section 41

Workspace for the occupational safety and health representative and the occupational safety and health committee

The employer shall, free of charge, assign a place on its premises for the occupational safety and health representative and the occupational safety and health committee for keeping and studying the documents relating to their duties as well as a space for meetings necessary for attendance to their duties.

The occupational safety and health representative has the right to use the office and communication equipment that is in common use in the workplace to the extent required by their duties and as agreed on their use under section 23.

Section 42 (398/2012)

Cooperation on occupational safety and health on board Finnish vessels

This Act applies to cooperation on occupational safety and health on board vessels with the following exceptions:

- 1) all members of the crew are considered as employees;
- 2) the owner is responsible for the realisation of the cooperation;
- 3) an occupational safety and health representative shall be elected and an occupational safety and health committee established for a vessel with at least five crew members.

An agreement referred to in section 23 may not be made concerning what is laid down in subsection 1.

Separate provisions are issued on the ship committee.

Section 43 (613/2018)

Non-disclosure obligation

A person who attends to cooperation duties in accordance with this chapter or as agreed in accordance with section 23 shall not disclose any information they have obtained, while attending to the duties, concerning the employer's financial position, trade secret or industrial security and equivalent security arrangement the spread of which could harm the employer or its business or contracting partner, or any information concerning a private individual's financial position or any other information concerning them personally, unless the person protected by the non-disclosure obligation has given their consent to the disclosure of the information. The non-disclosure obligation continues even after the person has discontinued attendance to the said duties.

Chapter 5a (701/2006)

Occupational safety and health cooperation in shared workplaces and in the elimination of mutual hazards

Section 43a (701/2006)

Organisation of cooperation in shared workplaces

The employer exercising the main authority in a shared workplace referred to in section 49 of the Occupational Safety and Health Act (*shared workplace*) shall take the necessary measures to ensure that the cooperation matters specified in section 26 and arising from section 51 of the said Act are addressed in accordance with section 27.

Section 43b (701/2006)

Right to conclude agreements

The organisation of cooperation in a shared workplace under this chapter may be agreed otherwise as laid down, as appropriate, in section 23. In such a case, the provisions of section 24 on restrictions on the right to conclude agreements shall be taken into account for attendance to cooperation matters by the occupational safety and health representative in the shared workplace.

The right of the occupational safety and health representative employed by the employer that exercises the main authority to act as an occupational safety and health representative in cooperation matters arising from section 51 of the Occupational Safety and Health Act cannot be restricted by an agreement referred to in section 23, subsection 3.

The fact that a shared workplace is a workplace referred to in section 25 cannot be changed by any agreement referred to in section 23.

Section 43c (701/2006)

Parties to cooperation in shared workplaces

In a shared workplace, the parties to cooperation in cooperation matters specified in section 26 and arising from section 51 of the Occupational Safety and Health Act are the employer that exercises the main authority or its representative and the occupational safety and health representative employed by the employer that exercises the main authority. Other occupational safety and health cooperation matters are addressed between the employer concerned and the occupational safety and health representative employed by this employer.

If the shared workplace is a construction site, the employees who are employed by different employers and who work there have the right to elect a joint occupational safety and health representative and two deputy representatives for the construction site to represent them in the cooperation on occupational safety and health with all employers and self-employed employees of the construction site, as well as in relation to the occupational safety and health authority. (776/2025)

Section 43d (701/2006)

Joint occupational safety and health manager

Where the employers have not appointed a joint occupational safety and health manager, the employer who exercises the main authority or is the main contractor in the shared workplace attends to the duties assigned to the occupational safety and health manager under section 28.

Section 43e (701/2006)

Rights of the occupational safety and health representative in a shared workplace

The provisions of sections 31–35 apply, as appropriate, to the rights of the occupational safety and health representative in a shared workplace. For attendance to the duties referred to in this chapter, the occupational safety and health representative has the right to monitor and investigate the realisation of the matters referred to in section 51 of the Occupational Safety and Health Act in the shared workplace. This right applies to all employers, employees and self-employed employees operating in the workplace.

The provisions of sections 29–37 on the occupational safety and health representative apply to the rights of the site-specific occupational safety and health representative.

Section 43f (701/2006)

Physical access rights of the occupational safety and health representative employed by an external employer in a shared workplace

An occupational safety and health representative employed by an external employer referred to in section 50 of the Occupational Safety and Health Act has the right, for attending to their duties, to have physical access to the shared workplace on the same conditions as the employees they represent, taking account of the general regulations on access and safety in the workplace.

Section 43g (701/2006)

Consideration of occupational safety and health matters in a shared workplace by the occupational safety and health committee

The provisions of section 27 apply, as appropriate, to the occupational safety and health committee's duties in attendance to cooperation matters specified in section 26 and arising from section 51 of the Occupational Safety and Health Act.

Where necessary, the employer exercising the main authority shall provide the external employers that organise work in the shared workplace and the self-employed employees in the shared workplace and, when so required by consideration of the matter, the occupational safety and health representative of an external employer, with an opportunity to participate in addressing

cooperation matters specified in section 26 and arising from section 51 of the Occupational Safety and Health Act in the occupational safety and health committee laid down in section 38 or in an equivalent cooperation body.

Section 43h (701/2006)

Occupational safety and health cooperation in the elimination of mutual hazards

Cooperation matters specified in section 26 that arise from the elimination of mutual hazards in workplaces referred to in section 54 of the Occupational Safety and Health Act are addressed in accordance with section 27.

The employers operating in a workplace referred to in section 54 of the Occupational Safety and Health Act have the right to agree on the appointment of a joint occupational safety and health manager.

PART III

REQUESTS FOR REVIEW, NOTIFICATION OBLIGATIONS, PENAL PROVISIONS AND MISCELLANEOUS PROVISIONS

Chapter 6

Legal remedies

Section 44 (920/2021)

Request for review of a decision made by the occupational safety and health authority

Provisions on requesting a judicial review by an administrative court are laid down in the Administrative Judicial Procedure Act (808/2019). The appeal shall be considered as a matter of urgency.

Besides the provisions in any other act on those with the right of appeal, the occupational safety and health representative concerned may appeal against a decision authorising a derogation from a requirement laid down to protect employees.

The imposition of a temporary prohibition notice referred to in section 16, subsection 2 and of a temporary prohibition referred to in section 18, subsection 4 as well as a temporary decision referred to in section 19b, subsection 3 above are ineligible for review by appeal. An appeal against an administrative court decision merely concerning enforcement may be made to the Supreme Administrative Court only in connection with the principal matter.

Provisions on requesting a review of a decision made by the Finnish Supervisory Agency concerning derogation permits referred to in section 9 of the Act on the Labour Council and Certain Derogation Permits Concerning Occupational Safety and Health (400/2004) are laid down in the said Act. (776/2025)

Section 45 (776/2025)

Objection

The employer, the occupational safety and health representative concerned and any employee have the right to submit to the occupational safety and health authority a written objection stating that an occupational safety and health inspection was not carried out in compliance with this Act. The objection shall be made within two months after the occupational safety and health inspection or other enforcement measure. The enforcement measures that were carried out shall be investigated on the basis of the objection, and a new inspection shall be carried out where necessary. The person who submitted the objection shall, within a reasonable time from the investigation of the matter, be informed of the measures taken in response to the objection.

Chapter 7

Notifications for enforcement of occupational safety and health

Section 46 (776/2025)

Notification of occupational accidents resulting in a fatality or serious injury

The employer shall notify the police and the occupational safety and health authority without delay of an occupational accident referred to in the Occupational Accidents, Injuries and Diseases Act (459/2015) that has resulted in a fatality or serious injury. The police shall conduct a police investigation on the scene of the accident without delay. The employer or its representative shall be invited to the investigation. The police investigation shall also be notified to the occupational

safety and health authority and to the person injured in the occupational accident or their representative. A copy of the investigation report shall be submitted to the insurance company and to the party requesting the investigation and, on request, to the party concerned.

Section 46a (482/2015)

Notification of occupational diseases or other work-related illnesses

Where a physician reasonably suspects an occupational disease or other work-related illness referred to in the Occupational Accidents, Injuries and Diseases Act, they shall, notwithstanding non-disclosure provisions, immediately notify the occupational safety and health authority of the matter. (776/2025)

The notification shall contain the following information:

- 1) the name, personal identity code and other contact information of the person who became ill;
- 2) the name of the employer and the contact information of the employer and the workplace;
- 3) other necessary contact information;
- 4) the nature and duration of exposure;
- 5) information on the nature and detection of and the harm caused by the disease.

The occupational safety and health authority shall submit the information contained in the notification referred to in subsection 1 to the Finnish Institute of Occupational Health for entry in the Finnish Register of Occupational Diseases. (776/2025)

Further provisions on the content and delivery of the notification may be issued by government decree.

Section 46b (926/2017)

Notification of hazardous incidents

The employer shall notify the occupational safety and health authority without delay of any hazardous incidents and accidents as a result of which a biological agent that may cause a serious infection or a serious disease in humans may have been released into the environment.

The notification shall contain the following information:

- 1) the time and place of the accident or hazardous incident;
- 2) the employer's details;
- 3) information on which biological agent has possibly been released into the environment;
- 4) the details of the person who submitted the notification.

Section 47 (216/2025)

Notification of cooperation personnel

Provisions on the employer's obligation to notify information concerning the occupational safety and health cooperation personnel of the workplace to the Centre for Occupational Safety and on the disclosure of information notified are laid down in the Act on the Registration of Occupational Safety and Health Cooperation Personnel (215/2025).

Section 48 (920/2021)

Advance notification obligation

The employer or other person responsible for the activity shall notify the occupational safety and health authority of asbestos work, other than temporary construction work and other equivalent work causing special risk of accident or harm to health, and of the nature and duration of the work.

The advance notification concerning asbestos removal work shall contain the following information:

- 1) the names of the employees carrying out the work;

- 2) whether the employees are medically fit for asbestos work;
- 3) the date of the last health examination and the details of its validity;
- 4) the date of the last fit test of the respirators;
- 5) the professional qualifications of the employees;
- 6) the date of the certificate of special instruction and guidance;
- 7) any other necessary information than that referred to in paragraphs 1–6.

[\(986/2025\)](#)

Further provisions on the work or activity to be notified, the content of the notification, notification time and other procedures may be issued by government decree.

Chapter 8

Notifications to other authorities and penal provisions

Section 49

Notification to other authorities

Upon having been informed of a defect or shortcoming in a product covered by safety provisions enforced by another authority, the occupational safety and health authority shall notify the authority in question of the matter.

Where it emerges in conjunction with an inspection referred to in this Act or where the occupational safety and health authority is otherwise informed that the Cooperation Act (1333/2021) has probably been violated, the suspected non-compliance with the Act shall be notified without delay to the Cooperation Ombudsman. (1345/2021)

The occupational safety and health authority shall notify the municipal health protection authority of any observations made by it concerning the indoor climate of a building indicating that it is probable that obligations under section 27 of the Health Protection Act (763/1994) concerning the elimination or limitation of a health hazard have not been complied with. The occupational safety and health authority shall correspondingly notify the municipal building control authority of any observations concerning the indoor climate of a building indicating that it is probable that the building maintenance obligation under section 166 of the Land Use and Building Act (132/1999) has not been complied with concerning health requirements. The notification may, however, be omitted if it is manifestly unnecessary. (336/2023)

The title of the Land Use and Building Act 132/1999 was amended by Act 752/2023 that enters into force on 1 January 2025. The new title as from 1 January 2025 is the Land Use Act.

Section 50 (920/2021)

Reporting of a criminal matter and consideration of the report

Where there are probable grounds to suspect that an act laid down as punishable in an act enforced by the occupational safety and health authority or in chapter 25, section 3 or 3a, chapter 36, section 1, 2, 6 or 7, chapter 44, section 1, subsection 1, paragraphs 3 or 8–10 or chapter 47 of the Criminal Code (39/1889) has been committed, the occupational safety and health authority shall report it to the police for criminal investigation. With regard to acts referred to in chapter 25, sections 3 and 3a, chapter 36, sections 1, 2, 6 or 7 and chapter 44, section 1, subsection 1, paragraphs 3 and 9 of the Criminal Code, the reporting obligation only pertains to such acts where the conduct has been in breach of legislation enforced by the occupational safety and health authority. The report may, however, be omitted if the act is to be considered minor under the circumstances and the public interest does not require a report to be made. (336/2023)

The occupational safety and health authority shall be provided with the opportunity to be heard in the criminal investigation of an act referred to in subsection 1 above that falls under the reporting obligation. The prosecutor shall provide the occupational safety and health authority with the opportunity to give a statement before the consideration of charges is completed. The occupational safety and health authority has the right to be present and speak in an oral hearing of the matter in court.

The provisions of subsections 1 and 2 do not apply to unauthorised use of foreign labour referred to in chapter 47, section 6a of the Criminal Code. Separate provisions are issued on the reporting obligation and the hearing of the occupational safety and health authority in connection with work carried out by foreign workers.

Section 51 (216/2018)

Penal provisions

The punishment for violating the non-disclosure obligation or obligation to remain silent laid down in section 10 or 43 is imposed under chapter 38, section 2, subsection 2 of the Criminal Code, unless a more severe punishment for the act is provided elsewhere by law than in chapter 38, section 2, subsection 1 of the Criminal Code.

The punishment for a health offence is laid down in chapter 44, section 1 of the Criminal Code, the punishment for an occupational safety and health offence is laid down in chapter 47, section 1 of the Criminal Code and the punishment for violation of the rights of an employee representative is laid down in chapter 47, section 4 of the Criminal Code.

Any person who intentionally or through negligence violates the notification obligation laid down in section 46, 46a or 48 of this Act shall be sentenced to a fine for an *occupational safety and health violation*, unless a more severe punishment for the act is provided elsewhere by law.

An employer or employer's representative who intentionally or through negligence violates the availability obligation laid down in section 53 shall also be sentenced for an occupational safety and health violation.

Chapter 9

Miscellaneous provisions

Section 52

Executive assistance

At the request of the occupational safety and health authority, the police shall give executive assistance for enforcement.

Section 53

Availability

The employer shall keep this Act and the provisions laid down under it as well as the names and contact information of the relevant occupational safety and health authority, the occupational safety and health manager and the occupational safety and health representative of the workplace available in the workplace for employees to view.

Section 54 (776/2025)

Enforcement

The occupational safety and health authority enforces the cooperation on occupational safety and health laid down in chapters 5 and 5a and compliance with the provisions concerning the notification and reporting obligations laid down in chapter 7.

The occupational safety and health authority does not, however, enforce compliance with provisions on cooperation where cooperation has been agreed upon as laid down in section 23, subsection 1 or 2 or in section 43b, subsection 1.

Chapter 10

Provisions on entry into force

Section 55

Entry into force

This Act enters into force on 1 February 2006. Measures necessary for the implementation of this Act may be undertaken before the Act's entry into force.

This Act repeals the Act of 16 February 1973 on the Supervision of Occupational Safety and Health and Appeal in Occupational Safety and Health Matters (131/1973), as amended. However, sections

2a and 20a of the repealed Act as well as the Decree on Accreditation of Notified Bodies Relating to Occupational Safety and Health (18/2000) issued on 14 January 2000 under the Act remain in force until separately repealed.